## Gloucestershire Section 11 Self Assessment Audit Tool Standards for safeguarding and promoting the welfare of children

Name of Agency or Organisation	Stroud District Council
Audit Completed By	Joanne Jordan & Jane Bullows
Contact Details	Joanne.jordan@stroud.gov.uk jane.bullows@stroud.gov.uk
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## Introduction

The tool has been updated by Gloucestershire Safeguarding Children Board during 2017 to incorporate local issues and themes. The audit tool uses a model of self evaluation by partner agencies to help identify areas of good practice and areas that need to be improved.

The key organisations operating within Gloucestershire that are covered by the duty to safeguard and promote the welfare of children and young people are:

- The Local Authority and District Councils that provide children's and other types of services, including children's and adult social care services, public health, housing, sport, culture and leisure services, licensing authorities and youth services
- NHS organisations, including the NHS Commissioning Board and clinical commissioning groups, NHS Trusts and NHS Foundation Trusts
- The police, including police and crime commissioners and the chief officer
- British Transport Police
- The Probation Service
- Community Rehabilitation Companies
- Governors/Directors of Prisons and Young Offender Institutions
- Directors of Secure Training Centres
- Principals of Secure Colleges
- Youth Offending Team

When completing this tool, there must be clear evidence provided for the ratings that are given. For example, wherever possible the rating should be backed up with data or qualitative evidence arising from audit/internal quality assurance processes. The GSCB may ask for further evidence to support the rating that has been given if it is not clear from the information that has been provided.

Standard 1: Organi	tandard 1: Organisational Safeguarding Responsibilities are Clearly Stated						
Evidence Required	Not Met	Partly Met	Fully Met	Rating	Supporting Evidence and Action Being Taken		
1.1 – Each agency has a named person with overall responsibility for safeguarding arrangements (Please state their name and job title)	There is no named person with overall responsibility for safeguarding within the organisation.	Please rate partly met if your agency had some arrangement s in place but is not yet fully meeting the standard	There is a named individual with overall responsibility for safeguarding within the organisation. (please provide name and job role in the evidence/comments field)	3	Joanne Jordan Director of Customer Service		
1.2 – Staff and volunteers within the organisation know who the named person is, and they understand their role and know how to contact them	Staff are not aware that a) there is a named person responsible for safeguarding b) what their role is and c) how to contact them	Please rate partly met if your agency had some arrangement s in place but is not yet fully meeting the standard	Staff are aware that there is a named person with responsibility for safeguarding, they understand their role and know how to contact them	3	Staff Level 2 Safeguarding training workshop clarifies who is in the Safeguarding Group, what their role is and how to contact them – including directing to the relevant page on the SDC intranet  (see evidence docs attached to email)		

					board
1.3 - The importance of	This message is not	Please rate partly met if	There are a range of communication tools in place that regularly reinforce the	3	Staff Level 2 Safeguarding Awareness Training clearly communicates this message and every 3 -4 years (from
safeguarding and	communicate	your agency	importance of safeguarding and		2016 onwards ) training is renewed for all staff
promoting the	d within the	had some	promoting the welfare of children.		2010 offwards / training is reflewed for all stair
welfare of	organisation.		promoting the wenare of children.		Alerts are communicated across the authority -
children is clearly	organisation.	arrangement s in place but			Safeguarding leads and key Service Managers are signed
communicated to		is not yet			, , ,
all staff		fully meeting			up to the GSCB/GSAB online alerts
all Stall		the standard			Postors placed on each floor notice heard/Ehlay Mill
		the standard			Posters placed on each floor notice board/Ebley Mill
					Reception area for campaigns. Regular reminders via SDC Intranet and Proud of Stroud sessions. These sessions
					involve staff across the organisation and are run every three months.
					tillee months.
1.4 – There is a	The	Please rate	There is a clear policy in place; staff	2	SDC has a Safeguarding Policy on a page (created in 2006
clear and	organisation	partly met if	work to the policy and make changes to	_	in line with the inception of the Gloucestershire
accessible	does not have	your agency	their practice in line with policy updates		Safeguarding Children Board) . This policy has been
safeguarding	а	had some	and process and process appeared		reviewed periodically by the SDC Safeguarding Group,
policy in place	safeguarding	arrangement			with minor amendments made in 2015/16 and 2017 to the
which sets out	policy in	s in place but			wording. This Policy has been sent in as evidence with
the	place.	is not yet			previous TNAs to GCC. In 2016/17, it was shared with
responsibilities	•	fully meeting			District Safeguarding Group colleagues. The Policy will be
for staff and		the standard			reviewed in 2018.
volunteers for					
safeguarding					The Safeguarding (C, YP and Adults) Guide sits underneath
children,					the policy as a separate document. SDC amended this
including when					guide in 2017/18 by leading on a task and finish group
and how to act					with District Safeguarding Group colleagues, in order to
on safeguarding					create a consistent format across all six districts. The guide
concerns( <b>provide</b>					format was accepted by the District Safeguarding Group in
a copy as					2017 and will be reviewed in the forthcoming year.

evidence)					Board
evidence					The SDC Intranet houses the Policy, the Guide, associated flow charts, reporting forms and links to key documents at GCC/GSCB under one Safeguarding page, including the GCC/GSCB Levels Of Intervention guidance document 2017. In early 2016, SDC introduced a compulsory Safeguarding Awareness Training workshop level 2 for all staff that clarifies where these documents are, what they look like and how to use them to action a Safeguarding concern/incident for children, young people and/or adults. However, it is apparent that access to the page could be improved.  Action 2018/19: *SDC Safeguarding Group to work with SDC ICT to review and improve how the above Safeguarding material is presented on the SDC Intranet and links to SDC website.  In addition - a new generic Quality Assurance Document is to be created Jan –April 2018 (SDC working in partnership with District Safeguarding Group colleagues and GSCB Business Manager ). This document will enable annual check and challenge by SDC Safeguarding group re: staff working to the policy
1.5 - Staff,	Staff, children	Please rate	There is a clear and easy to understand	3	Staff are aware of the SDC complaints procedure and
children and	and families	partly met if	complaints policy in place, which staff,		how to access it via their induction and the SDC
families are	are not aware	your agency	children and families are aware of and		Intranet. The community are able to access the SDC
aware of how to	of how to	had some	understand. The policy is readily		Complaints Procedures available on the SDC Website (see
make complaints	make a	arrangement	accessible and complaints are		link:
when	complaint.	s in place but	responded to in a timely manner.		https://www.stroud.gov.uk/council-and-
responsibilities		is not yet			democracy/about-the-council/contact-us/compliments-

					Board
are not met		fully meeting			and-complaints/complaints
(provide a copy		the standard			
of the					
complaints					Data for Safeguarding complaints 2016/17:
policy and data					O cases thus far
in relation to the					
number of					
safeguarding					
complaints dealt					
with during the					
year)					
1.6 -	There is no	Please rate	There is a whistleblowing procedure in	3	All SDC staff are aware of the SDC Whistle Blowing Policy
Whistleblowing	procedure in	partly met if	place; all staff are aware of the		and procedures by way of induction, the Staff Handbook
concerns are	place to raise	your agency	procedure to follow should they have		(section 2.6-2.6.3) and reminders.
taken seriously	concerns	had some	concerns. There are procedures in place		
and are treated	about poor or	arrangement	for concerns to be raised with the		(see document attached to email)
in line with the	unsafe	s in place but	organisation's leadership team.		
organisation's	practice and	is not yet			
whistleblowing	potential	fully meeting			
procedures	failures in the	the standard			
	organisation's				
	safeguarding				
	arrangements				
Standard 2 – A clea	ar line of account	ability for the c	ommissioning and/or provision of services	designed	to safeguard and promote the welfare of children
2.1 –	The strategic	Please rate	The strategic plan includes clear	1-2	
Safeguarding	plan does not	partly met if	safeguarding priorities and there are		
priorities are	make any	your agency	clear actions for how these will be		
reflected in the	reference to	had some	achieved and what difference will be		
agency's strategic	safeguarding	arrangement	made for children and families.		

					Board
plan	and it is not	s in place but			
	felt to be a	is not yet			
	strategic	fully meeting			
	priority	the standard			
2.2 -	Safeguarding	Please rate	Safeguarding governance arrangements	1-2	SDC has a Safeguarding Group, that uses 'e'
Safeguarding	governance	partly met if	are clearly defined. There are robust		communication. The last physical meet of this group was
governance	arrangements	your agency	discussions in relation to safeguarding		in 2015. The compulsory Safeguarding Awareness level 2
arrangements	are not clearly	had some	responsibilities and all Senior Managers		Training (and SDC Intranet) clarifies who the members of
are clearly	defined	arrangement	are kept up to date with both local and		this group are and who is responsible for Safeguarding
defined within	within the	s in place but	national safeguarding guidance and the		governance at SDC and GCC (including links to GSCB
the organisation	organisation	is not yet	role they have to play in improving		website)
e.g. through		fully meeting	outcomes for children.		
regular		the standard			The SDC Strategic Safeguarding Lead are able to takes any
discussions at					Safeguarding actions/issues to Corporate Team, as and
strategic					when required.
leadership					
meetings					GSCB minutes, SCRs and GSCB alerts are 'e'communicated
					via the SDC Strategic safeguarding lead to SDC Operational
					Safeguarding leads and relevant Heads of Service/Service
					Managers across the authority.
					A attack
					Action:
					*SDC Safeguarding group to resume meeting in person
2.3 -	Job	Please rate	Cofoguarding recognibilities are	1	quarterly from March/April 2018/19
2.3 - Safeguarding		partly met if	Safeguarding responsibilities are included in job descriptions and	1	Currently no SDC job descriptions make reference to the safeguarding responsibilities of individuals
responsibilities	descriptions and volunteer	your agency	volunteer responsibilities and staff and		safeguarung responsibilities of illulviduals
are included in	responsibilitie	had some	volunteer responsibilities and stan and volunteers are fully aware of to whom		Action 2018/19:
job descriptions	s don't make	arrangement	they are accountable		*SDC Safeguarding Group to look at job descriptions used
and/or volunteer	any reference	s in place but	they are accountable		at GCC and district councils. Consultation to take place
responsibilities	to the	is not yet			with SDC Safeguarding Group members about inclusion.
responsibilities	to the	is not yet			with 3DC Saleguarding Group members about miclusion.

					Board
	safeguarding	fully meeting			To be completed by end June 2018.
	responsibilitie	the standard			
	s of				
	individuals				
2.4 -	Safeguarding	Please rate	Safeguarding discussions are integral to	1-2	Safeguarding leads discuss safeguarding issues with their
Safeguarding is	is not	partly met if	all supervision arrangements and clear		manager in one to one meets, -and team meetings, as and
routinely	discussed	your agency	actions are agreed and followed up		when required.
discussed and is a	during	had some	through management oversight.		
standing item in	supervision or	arrangement	Safeguarding responsibilities are		-Discussions amongst the wider SDC staff is patchy and
supervision and	included in	s in place but	included within the appraisal process,		safeguarding is not a standing item in supervision and
appraisal. (please	appraisals	is not yet	which includes a clear focus on learning		appraisal.
provide evidence		fully meeting	and development needs of staff and the		
of any recent		the standard	outcomes that need to be achieved		
audits)					
2.5 - FOR	Contract	Please rate	Compliance with S11 Standards is fully	2	Between_April 2016 and March 2017, SDC Community
COMMISSIONING	monitoring	partly met if	regulated through the contract		Services commissioned a proportion of the SDC Youth
ORGANISATIONS	arrangements	your agency	monitoring arrangements. Any non-		Participation service , under contract – this contract
ONLY: Private,	do not include	had some	compliance is addressed and actions are		includes the required Safeguarding elements within it
Voluntary and	whether the	arrangement	put in place to ensure full compliance		(see evidence of this document attached to this email)
Independent	organisation	s in place but	with the standards in order to safeguard		
organisations	is compliant	is not yet	children.		All SDC staff members, lead reps for contractors,
commissioned to	with S11	fully meeting			apprentices and volunteers who are working with
provide services,	standards.	the standard	The organisation has a demonstrable		children, young people and/or adults who may be in need
are compliant			understanding that it is their		of care and support are informed about the Children Act
with S11			responsibility to ensure that		2004 Section 11, by way of Safeguarding Awareness level
standards and			organisations providing services on their		2 Training, the SDC Intranet and subsequent links to GSCB
these are			behalf are compliant with Section 11.		and GSAB documents.
monitored					
through contract			The GSCB Guidance for Commissioners		
monitoring			is used to ensure compliance with S11		
arrangements			standards.		

2.6 - FOR	The		The commissioning organisation		N/A
COMMISSIONED	commissionin		included a specific requirement on the		
ORGANISATIONS	g process did		organisation to safeguard children, as		
ONLY: The	not place a		part of the commissioning process.		
commissioning	requirement				
process included	on the				
a requirement to	organisation				
safeguard	to safeguard				
children.	children.				
Standard 3 – There	is a culture of lis	stening to childr	en and taking account of their wishes and	feelings,	both in individual decisions made about them and the
development of se	rvices				
3.1 - Service	Plans are	Please rate	Children and families are actively	2	SDC adheres to the National Standards for young people
development	developed	partly met if	involved in the design, development and		and youth participation (Hear by Right) by way of the SDC
plans are	without	your agency	delivery of services.		Senior Youth Officer and SDC Youth Council to ensure that
informed by the	taking into	had some			children and young people and families are represented
views and	consideration	arrangement			and their views help to inform strategy creation - see link
experiences of	the wishes	s in place but			to Youth Work Strategy
children and	and feelings	is not yet			https://www.stroud.gov.uk/community-and-living/youth-
families	of children,	fully meeting			and-community-work
	young people	the standard			
	and families				SDC Youth Cllrs took part in GSCB Safeguarding event in
					2016 to ascertain their views on safeguarding
					development.
3.2 – The voice	The voice of	Please rate	The voice of the child is routinely heard	2	SDC adheres to the National Standards for young people
and experiences	the child is	partly met if	and acted upon. There is clear evidence		and youth participation (Hear by Right) by way of the SDC
of the child are	not taken into	your agency	that the child's experiences, views and		Senior Youth Officer and SDC Youth Council (see link to
routinely heard	consideration	had some	wishes have been taken into account		Youth Work Strategy

and acted upon	and there is no evidence of the child's views and experiences being recorded on files or evidenced in plans.	arrangement s in place but is not yet fully meeting the standard	and assessments and plans are focussed around the needs and timescales of the child. Service user involvement forums and surveys take place on a regular basis.		https://www.stroud.gov.uk/community-and-living/youth-and-community-work  GCC leads on Child action plans
3.3 Feedback from children and families effectively informs internal quality assurance processes and leads to action for improvement (Improvement Plan)	Feedback from children and families is not routinely sought and does not inform quality assurance processes	Please rate partly met if your agency had some arrangement s in place but is not yet fully meeting the standard	Feedback from children and families is an integral part of quality assurance processes within the organisation and their views and experiences are used to improve safeguarding practice through learning and development activity and system changes	1-2	SDC adheres to the National Standards for young people and youth participation (Hear by Right) by way of the SDC Senior Youth Officer and SDC Youth Council (see link to Youth Work Strategy <a href="https://www.stroud.gov.uk/community-and-living/youth-and-community-work">https://www.stroud.gov.uk/community-and-living/youth-and-community-work</a> Any feed back from children, young people and their families from GSCB alerts and/or SCRs is used to inform employees at the ongoing Safeguarding Awareness level 2 in-house training.  The new generic District LA Quality Assurance Document that is to be created Jan –April 2018 (SDC working in partnership with District Safeguarding Group colleagues and GSCB Business Manager) is based on the new QA model used by Gloucestershire Constabulary and as a result of experiences of children and families. The SDC QA document will enable check and challenge by SDC Safeguarding group.
3.4 - The diversity	There is no	Please rate	Individual needs based on race,	2	SDC adheres to the Equalities Act 2010 and and has an

				 Board
needs of children	evidence in	partly met if	language, religion, faith, gender and	Equality and Diversitys Policy
are met, and	place to	your agency	disability are taken into account when	
there is equality	suggest that	had some	working with a child and their family.	See link: <a href="https://www.stroud.gov.uk/council-and-">https://www.stroud.gov.uk/council-and-</a>
of opportunity	the work of	arrangement		democracy/corporate-plans-and-policies/equality-and-
	the	s in place but	There is an equality and diversity policy	diversity/equality-and-diversity-policy
	organisation	is not yet	and action plan in place which is	
	is anti-	fully meeting	monitored and updated on a regular	
	discriminatory	the standard.	basis.	
	. The			
	organisation			
	does not have			
	an equality			
	and diversity			
	policy.			
	poncy.			

					Board
Standard 4 – Effect	ive Inter-Agency	Working to safe	eguard children		
4.1 - The	There is little	Please rate	There is a representative from the	3	SDC Strategic lead attends and inputs to GSCB and GSAB
organisation is	or no	partly met if	organisation who regularly attends		meetings
regularly	representatio	your agency	safeguarding meetings or forums and		
represented and	n by the	had some	fully contributes to discussions and		SDC Operational Leads attend, actively contribute to
is an active	organisation	arrangement	decision making. Inter-agency working		discussion and decisions, take leads on certain task and
participant at	at	s in place but	exists and works effectively at both a		finish groups at the following:-
safeguarding	safeguarding	is not yet	strategic and a practice level within the		
forums, meetings	meetings and	fully meeting	organisation and can be evidenced		District Safeguarding Group and associated task and finish
and child	forums.	the standard	through quality assurance activity and		groups
protection	When the		management oversight.		New Safeguarding Locality Partnerships (in Stroud district)
conferences (if	organisation				GSAB Comms and Engagement Group
invited)	is				GSCB – training and dev group (inc. multi agency training
	represented,				CPD)
	they do not				GSAB – training and dev group (inc . multi agency CPD/
	take an active				MCA/DoLS)
	role in				GCC MHCC – training and dev group
	discussion				SDC SA and DV Forum
	and decision				GCC Modern Slavery Group
	making				GCC Community Safety Forum
					GCC GDAWG (including ABI training)
					CCG/PH Mental Health Concordat and associated sub groups
					(Better MH, MH Stigma reduction and Suicide Prevention)
					County Health and Wellbeing Board
					County Mental Health and Wellbeing Board
					Management oversight of the SDC safeguarding operational
					lead is achieved by way of the internal performance
					management system and regular 1-1 meets. The new SDC QA
					(2018) will enable the SDC safeguarding group to check and
					challenge

					Board
4.2 - Staff and	Staff working	Please rate	Staff and volunteers understand	2	The compulsory SDC level 2 in-house Safeguarding Awareness
volunteers	within the	partly met if	thresholds for intervention across the		training enables all staff and volunteers to understand the
understand the	organisation	your agency	continuum of need and use the Levels of		thresholds and GSCB Levels of Intervention Guidance 2017,
GSCB Levels of	are not aware	had some	Intervention guidance as part of their		by way of explaining and enabling understanding of the LOI
Intervention	of the Levels	arrangement	daily decision making to ensure that		windscreen and the full LOI document k?(including a
guidance and the	of	s in place but	appropriate decisions are made in the		scenario exercise, followed by demonstrating how to access
type of support	Intervention	is not yet	best interests of the child and their		the latest version of the LOI on the SDC Safeguarding intranet
that should be	guidance or	fully meeting	family		page)
provided	the action	the standard			
according to the	that they				
needs of the child	would need				
or young person	to take if they				
(Improvement	were				
Plan)	concerned				
	about a child				
4.3 - Staff are	Staff are not	Please rate	All appropriate staff within the	2	SDC compulsory level 2 Safeguarding training informs all staff
confident in the	aware of or	partly met if	organisation understand and apply the		on the GCC Escalation and Challenge Policy and links to the
use of healthy,	confident in	your agency	principles of respectful challenge as part		procedure as set out by GCC – SDC Intranet contains links to
respectful	the use of	had some	of their daily practice. Discussions		the policy as well
professional	healthy	arrangement	regarding the importance of		
challenge if they	challenge.	s in place but	professional challenge take place as part		O Escalations have been raised by SDC staff members or SDC
do not agree with	They are not	is not yet	of supervision arrangements. Concerns		volunteers since April 2017
the decisions that	aware of the	fully meeting	are escalated appropriately and in line		
have been made	GSCB	the standard	with the GSCB policy. The senior		Action 18/19:
within and across	Escalation of		leadership team are advised of the		SDC Safeguarding Group to Send an annual formal audit of
agencies.	Professional		number of challenges that are made and		learning questionnaire to all SDC staff to check/challenge:-
	Concerns		these are reported back to the GSCB.		*knowledge, understanding, involvement in SDC
Click <u>here</u> to view	Guidance				Safeguarding concerns/Multi Agency Referrals
the GSCB			Please provide details of the number of		*Escalation Policy: understanding and knowledge of
Escalation of			escalations that have been raised by the		how/when to use it
Professional			organisations since April 2017		*Allegations Management (LADO procedures):

					Board.
Concerns					understanding and knowledge of how/when to use it
Guidance					
4.4 – Staff are	Staff are not	Please rate	Staff within the organisation are clear	2	Compulsory SDC Safeguarding Awareness Training level 2
aware of the	clear about	partly met if	about their own roles and		enables all staff to understand their safeguarding role and
roles and	the role and	your agency	responsibilities and those of other		responsibilities, the SDC Safeguarding Group and other
responsibilities of	responsibilitie	had some	professionals and agencies. Practice is		organisations, in line with Working Together to Safeguard
other	s of other	arrangement	in line with the requirements of Working		Children (2015)
professionals and	professionals	s in place but	Together to Safeguard Children and any		
agencies and	or the	is not yet	concerns about the effective of multi-		Action 18/19:
understand the	importance of	fully meeting	agency working are raised in line with		SDC Safeguarding Group to Send an annual formal audit of
importance of	working	the standard	GSCB guidance and procedures.		learning questionnaire to all SDC staff to check/challenge:-
multi-agency	together to				*knowledge, understanding, involvement in SDC Safeguarding
working with	improve				concerns/Multi Agency Referrals
children, young	outcomes for				*Escalation Policy: understanding and knowledge of how/when to use it
people and their	children and				*Allegations Management (LADO procedures): understanding and
families as	young people				knowledge of how/when to use it
defined in					
Working					
Together to					
Safeguard					
Children (2015)					
Standard 5 – Staff	are aware of info	ormation sharing	g procedures		
5.1 - Staff are	Staff are not	Please rate	There are information sharing	2	All SDC staff are made aware of how to access HM
aware of how to	aware of how	partly met if	procedures/guidance in place. Staff		Government non-statutory guidance on information sharing
access multi-	to access	your agency	understanding of the		by way of the SDC level 2 Safeguarding Awareness Workshop
agency guidance	multi-agency	had some	procedures/guidance is monitored		– it details the seven golden rules of Information Sharing and
on information	guidance on	arrangement	through internal audit and supervision		the link to it on the SDC intranet Safeguarding page (see
sharing	information	s in place but	checks.		document). Whilst this is multi agency guidance, there are
	sharing	is not yet			issues that mean checks need to be made around information
		fully meeting			sharing at SDC
		the standard			

					Board		
					SDC has a Data Protection Policy that all staff have had refresher training in (2016/17) <a href="https://www.stroud.gov.uk/media/356518/data-protection-policy.pdf">https://www.stroud.gov.uk/media/356518/data-protection-policy.pdf</a> Action 2018/19:  *SDC Safeguarding Strategic lead to link with SDC Legal team by 31/3/18		
5.2 - All staff and volunteers who come into contact with children understand the purpose of information sharing in order to safeguard children	Staff and volunteers who come into contact with children do not understand the purpose of information sharing.	Please rate partly met if your agency had some arrangement s in place but is not yet fully meeting the standard	Staff and volunteers who become aware of issues relating to child protection fully understand the importance of information sharing in order to safeguard children.	3	All SDC staff are made aware of information sharing by way of the SDC Intranet Safeguarding page via level 2 Safeguarding training and by way of induction by the Service Manager/Supervisor of the area that they are volunteering in		
5.3 – All staff within the organisations know when and how to share information when there are concerns about the safety and welfare of a child	Staff do not understand when and how to share information and do not seek advice from the safeguarding lead	Please rate partly met if your agency had some arrangement s in place but is not yet fully meeting the standard	Staff within the organisation understand when are how to share information; are clear about the importance of discussing concerns and obtaining consent wherever it is safe to do so and also the action that is taken when there are concerns that a child is at immediate risk of significant harm.	3	All SDC staff are made aware of information sharing by way of the SDC Intranet Safeguarding page via level 2 Safeguarding Awareness training – the training details when and how to share information, clarity about the importance of discussing concerns and obtaining consent wherever it is safe to do so and the action that is taken when there are concerns that a child is at immediate risk of significant harm.		
Standard 6 – Appro	Standard 6 – Appropriate training, supervision and support for staff						

Staff safeguarding is induction to the organisation's included in the organisation's taff and volunteers  Safeguarding programme for staff and volunteers  Safeguarding responsibilitie s or those of other professionals  Safeguarding training is accessed by all members of staff appropriate to their job roles, which includes safeguarding information. All staff within the organisation and as appropriate appropriate appropriate appropriate multi-agency specialist raining.  Safeguarding processes in place which to the partly meet if includes safeguarding information. All istaff receive an introduction to the bocal reporting processes, which includes Levels of Intervention guidance, The induction always takes place within the first 6 months of employment.  Safeguarding responsibilities so those of other professionals  Safeguarding responsibilities or their own safeguarding professes, which includes Levels of Intervention guidance, The induction always takes place within the first 6 months of employment.  Safeguarding responsibilities or the standard disponsibilities or the partly meet if your agency work agency training appropriate to their professional Challenge/Escalation Policy and Information Sharing Guidance. The induction always takes place within the first						Board
included in the organisation's include safeguarding programme for staff and volunteers  All staff within the organisation have professionals  6.2 - Staff within so responsibilities or their opportate appropriate appropriate appropriate appropriate appropriate to their objects, which includes; in-house single agency training and as appropriate agency specialist  would does not include included and some organisation staring guidance. The induction always takes place within the organisation policy and local reporting processes, which includes, broad challenge/Escalation Policy and local reporting processes, which includes to report to policy and local reporting processes, which includes to reporting processes, which includes to report to repor	-				3	
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	training.					(children, young people and adults) became compulsory for

	Safeguarding Unitren Board
	all existing and new SDC staff, contractor leads and volunteers. In 2016/17 368 existing staff (totalling 37 workshop sessions) and in 2017/18 61 SDC new starters (totalling 8 workshop sessions) were trained by the SDC inhouse multi agency Safeguarding Trainer, who ensured that all trainees completed a self-evaluation form to indicate their safeguarding knowledge for the protection of children, young
	people and adults (both at the start of the training session and at the end).  Those trained from front line areas ie: SDC, Tenant Services are signposted/and attend additional specific Training on Neglect. Sports Centre staff ie: coaches/swimming instructors complete additional Safeguarding training as part of their NGB coaching awards (every 3 years). SDC Neighbourhood Wardens undertake additional training in
	Suicide prevention, substance and alcohol misuse, CSE and modern slavery.  The SDC in-house multi agency trainer is experienced in the Safeguarding field and trained to level 3 in Safeguarding for Children (ratified by GSCB training and dev group trainer trainers), Level 3 MCA/Dols, ABI Trained trainer, Asist, Safe
	Talk, Substance and Alcohol Misuse, modern slavery, mental health first aid, mental health awareness, Trained trainer and is a qualified therapist. CPD is achieved via annual GSCB and GSAB cpd sessions/events, being part of/contributing to both GSCB and GSAB T and D groups and additional specific training ie: Neglect  In addition, in 2017/18, SDC Licensing Team led on a county

					Board
					wide project to train taxi drivers across Stroud district. As at December 2017, 200 taxi drivers have successfully completed Safeguarding level 2 Awareness training at SDC (the first of the districts to do so) by way of GCC Multi Agency trainer.  Since 2016/17 Total number of staff trained in level 2 Safeguarding Children, Young People and Adults Awareness totals: 429 SDC staff and 200 taxi drivers  Total number of workshops delivered: 45 by SDC In-House
					Multi Agency Trainer and 11 by GCC Trainer respectively  Action 2017/18  *17/18 Safeguarding to be added back to the SDC Risk register by March 2018
6.3 – The organisation keeps records of the safeguarding training attended by each volunteer or staff member	There are no safeguarding training records kept by the organisation	Please rate partly met if your agency had some arrangement s in place but is not yet fully meeting the standard	There are robust records kept by the organisation that show each course, both single agency and multi-agency that a member of staff has attended and the date of attendance. The organisation also records that the 3-month evaluation questionnaire has been completed.	2	SDC Operational lead and HR record every staff member who has successfully attended/achieved level 1 'e' learning and level 2 multi-agency workshop per annum.  Every staff member completes an Evaluation at the start and end of their training workshop – then held by the SDC Operational Training lead  Action 2018/19:  *The new QA to include section on sending an annual
C A The	The	Diagraments	The agent in the property of	1.2	formal audit of learning evaluation questionnaire to all staff re: Safeguarding since being trained.
6.4 – The	There are no	Please rate	The organisation has a robust	1-2	As of 2015/16, Safeguarding Awareness level two training

organisation	processes in	partly met if	mechanism to be able to measure the	(children, young people and adults) became compulsory for
measures the	place within	your agency	impact of safeguarding training	all existing and new SDC staff, contractor leads and
impact of	the	had some	attended by staff and volunteers on	volunteers. In 2016/17 368 existing staff (totalling 37
safeguarding	organisation	arrangement	their practice through applied learning,	workshop sessions) and in 2017/18 61 SDC new starters
training back in	to measure	s in place but	which leads to improved outcomes for	(totalling 8 workshop sessions) were trained by the SDC in-
the workplace	the impact of	is not yet	children and young people	house multi agency Safeguarding Trainer, who ensured that
and on outcomes	safeguarding	fully meeting		all trainees complete a self-evaluation form to indicate their
for children and	training	the standard		safeguarding knowledge for the protection of children, young
young people				people and adults (both at the start of the training session
				and at the end). They also evaluated the trainer.
				In addition, in 2017/18, SDC Licensing Team led on a county
				wide project to train taxi drivers across Stroud district. As at
				December 2017, 200 taxi drivers have successfully completed
				Safeguarding level 2 Awareness training at SDC (the first of
				the districts to do so) by way of GCC Multi Agency trainer.
				Since 2016/17 Total number of staff trained in level 2
				Safeguarding Children, Young People and Adults Awareness
				totals: 429 SDC staff and 200 taxi drivers
				Total number of workshops delivered: 45 by SDC In-House
				Multi-Agency trainer and 11 by GCC trainer
				Action 2018/19:
				*Collate the evaluation sheets from all the scoring tables
				from 45 workshops by the 31 <sup>st</sup> March 2018
				*SDC Safeguarding Group to send an annual formal audit of
				learning questionnaire to all SDC staff by December

					Board
					2018/19
6.5 - Learning from system reviews, relevant to the organisation have been	No dissemination of learning from any system reviews.	Please rate partly met if your agency had some arrangement s in place but	Systematic dissemination of learning from reviews relevant to the organisation and of embedding the learning into the organisational culture.	2	The SDC Strategic Safeguarding lead disseminates all SCR reports electronically to Safeguarding Operational leads and relevant service areas to discuss/understand and use the learning  In 2016/17:
disseminated and embedded. They might include Serious Case Review's (SCR) and other systems review, Child Death Overview Panel (CDOP), Critical learning review (Youth Justice Board)	Teviews.	is not yet fully meeting the standard			SDC has not been involved on any SCR panels  In 2017/18  SDC Tenant_Services were involved in one post SCR learning feedback event for the 'Alice'case .  Action 2018/19:  *SDC Safeguarding Group to reinstate meeting in person every quarter from March/April 2018 and use the new QA to enhance and embed the learning from SCR's
Standard 7 – Safe	Postuitment and	Allogations Ma	nagomont		
7.1 - Relevant staff have access to safer recruitment training	Relevant staff within the organisation do not have access to safer recruitment training	Please rate partly met if your agency had some arrangement s in place but is not yet fully meeting the standard	Relevant staff have undertaken safer recruitment accredited training, (e.g. GSCB safer recruitment training)	2	Relevant staff are aware and have access to Safer Recruitment Training via 'e' learning portal at GCC

					Board
7.2 - Interview	Interview	Please rate	When appropriate, Interview panels	1	N/A
panels include	panels do not	partly met if	always include at least one member who		
someone trained	include a	your agency	has undertaken accredited Safer		
in safer	panel	had some	Recruitment training		
recruitment	member who	arrangement			
when	is trained in	s in place but			
appropriate	safer	is not yet			
	recruitment	fully meeting			
		the standard			
7.3 - References	References	Please rate	Where organisational guidelines state	3	SDC has a Recruitment and Selection Policy and all
are taken up in	are not taken	partly met if	that references are taken up after		appointments are subject to two satisfactory references.
line with the	up in	your agency	interview, this is always the case and		
organisation's	accordance	had some	staff are not appointed unless a		(see document attached to email )
recruitment	with	arrangement	satisfactory reference has been received		
guidelines	organisational	s in place but			
	guidelines.	is not yet			
		fully meeting			
		the standard			
7.4 - Regulated	There is no	Please rate	The organisation undertakes DBS checks	2	SDC HR team/Service Managers undertake both enhanced
activity under	clear	partly met if	on all staff and volunteers who work		and/or regular DBS checks on all staff/volunteers who are
DBS has been	understandin	your agency	with children in regulated activity		delivering a regulated activity with children, young people
agreed and	g of regulated	had some			and vulnerable adults
checks	activity and	arrangement			
undertaken	DBS checks	s in place but			Risk assessment is also undertaken at certain sites to enable
	are not	is not yet			decision on whether volunteers are delivering regulated
	undertaken.	fully meeting			activities/or not and whether a DBS is required
		the standard			
					(see example attached to the email from SDC Museum In The
					Park facility)
					,,
					We have identified a need to enhance DBS check all SDC

					Board
					*Action 1819: Safeguarding Group, SDC HR and SDC Legal to risk assess and explore options for enhanced DBS checks of all SDC Councillors
7.5 - All staff (where appropriate) are aware of the procedures for allegations against staff and have received relevant training	Staff are not aware of the procedures to be followed if allegations are made about them or a colleague	Please rate partly met if your agency had some arrangement s in place but is not yet fully meeting the standard	Procedures for the management of allegations are known by all appropriate staff. Allegations are referred to the most senior person who is not implicated in the concern. If an allegation has been made there is evidence that the procedures are followed properly, reported to the Local Authority Designated Officer (LADO) and clear records kept. (Please evidence the number of referrals made to the LADO, and whether they were made within timescales (Working Together 2015 stipulates within 1 working day)	2	SDC Safeguarding Level 2 Awareness Training workshop enables all staff to be aware of staff allegations and who to report to/ and how – SDC Operational Allegations lead is named on the SDC Intranet Safeguarding group and links with the GCC LADO for allegations advice and reporting.  SDC Corporate Team and HR work together with Allegations Ops lead for any Safeguarding allegations  O allegations referrals were made by SDC LADO and/or GCC LADO in 2016/17 and 2017/18  *Action 1819: Send an annual formal audit of learning questionnaire to all SDC staff to check/challenge:- *knowledge, understanding, involvement in SDC Safeguarding concerns/Multi Agency Referrals *Escalation Policy: understanding and knowledge of how/when to use it *Allegations Management (LADO procedures): understanding and knowledge of how/when to use it

Standard 8 — Monitoring and inspection of arrangements to safeguard and promote the welfare of children						
				Action 2018/19:		
			1	*New QA framework to be created Jan – April 2018 as a task		
	•	,		and finish project/SDC working in partnership with district		
				Safeguarding Group colleagues (content to be similar for all		
		, ,				
	_			districts). This will ensure a QA framework for the SDC		
	•	. ,		Safeguarding Group to use for future best practice and		
place	,	· ·		improvement		
	the standard	, , ,				
		changes to policies and procedures				
The	Please rate	There is a robust safeguarding	1	Number of Safeguarding concerns raised for Children by SDC		
organisation	partly met if	performance framework in place, and		staff 2016/17: 13 and in 2017/18: 4		
does not have	your agency	reports are provided on a quarterly basis				
safeguarding	had some	through the organisation's strategic		(7 of which became full referrals via MARF)		
performance	arrangement	reporting frameworks. Data is shared				
indicators in	s in place but	with the GSCB on a quarterly basis and		Action 2018/19:		
place	is not yet	more detailed reports are provided as				
	fully meeting	required.		*New QA framework will provide the outcome measure at		
	the standard	·		the newly reinstated SDC Safeguarding Group meetings		
				every 4 months		
				*New KPI for MASH:		
				GCC/GSCB/MASH to send feedback/and updates on what		
				happened to any Safeguarding referrals made by SDC and		
				the relevancy of each referral		
	There is no internal safeguarding quality assurance framework in place  The organisation does not have safeguarding performance indicators in	There is no internal safeguarding quality assurance framework in place is not yet fully meeting the standard  The organisation does not have safeguarding performance indicators in place indicators in place  Please rate partly meeting the standard  Please rate partly meeting the standard  Please rate partly meeting sin place but is not yet fully meeting	There is no internal safeguarding quality assurance partly met if your agency had some arrangement s in place but is not yet fully meeting the standard  The organisation does not have safeguarding performance indicators in place  The is no quality assurance framework in place arrangement s in place but is not yet fully meeting the standard arrangement si not yet safeguarding performance indicators in place  The partly met if your agency had some arrangement s in place but is not yet fully meeting performance indicators in place  The partly met if your agency had some arrangement s in place but is not yet fully meeting performance indicators in place  The partly met if your agency had some arrangement s in place but is not yet fully meeting  The partly met if in place within the organisation. Safeguarding children and young people is integral to the principles and objectives of the framework and there is clear evidence that findings from quality assurance activity leads directly to practice improvements through learning and development opportunities and reports are provided on a quarterly basis through the organisation's strategic reporting frameworks. Data is shared with the GSCB on a quarterly basis and more detailed reports are provided as required.	internal safeguarding quality assurance framework in place within the organisation. Safeguarding children and young people is integral to the principles and objectives of the framework and there is clear evidence that findings from quality assurance activity leads directly to practice improvements through learning and development opportunities and changes to policies and procedures  The organisation does not have safeguarding performance indicators in place  Please rate partly met if your agency had some arrangement is in place but is not yet fully meeting partly meeting arrangement is not yet fully meeting required.		